

**FIFTH SEMESTER B.VOC. PROGRAMME DEGREE EXAMINATION  
NOVEMBER 2018**

**GEC 5HR 13—HUMAN RESOURCE MANAGEMENT**

Time : Three Hours

Maximum : 80 Marks

**Part I**

*Answer all questions.  
Each question carries 1 mark.*

(A) Choose the correct answer from the choices given :

- 1 Poaching is also known as \_\_\_\_\_.  
(a) Outsourcing. (b) Raiding.  
(c) Body shopping. (d) None of these.
- 2 \_\_\_\_\_ is a managerial function of personnel management.  
(a) Procurement. (b) Development.  
(c) Compensation. (d) Controlling.
- 3 \_\_\_\_\_ is a training given to new recruits to the organisation.  
(a) On the job training. (b) Off the job training.  
(c) Orientation training. (d) Vestibule training.
- 4 Management by Objectives concept was introduced by \_\_\_\_\_.  
(a) C. K. Prahlad. (b) Michael Porter.  
(c) Peter F Drucker. (d) None of the above.
- 5 Which of the following factor(s) influence(s) employee compensation ?  
(a) Labour market. (b) Labour Union.  
(c) Cost of living. (d) All of the above.

(B) Fill in the blanks :

- 6 Promotion is a \_\_\_\_\_ source of recruitment.
- 7 Traditional approach of performance appraisal is also known as \_\_\_\_\_ approach.
- 8 A written summary of content and context of job is called \_\_\_\_\_.
- 9 Personnel management is concerned with the proper utilization of \_\_\_\_\_ resources in the organisation.
- 10 In Gantt task plan of compensation, if output is below standard, then worker gets payment as per \_\_\_\_\_.

(10 × 1 = 10 marks)

**Turn over**

**Part II**

*Answer any **eight** questions.  
Each question carries 2 marks.*

- 11 What do you mean by Rowan plan ?
- 12 Differentiate wage from salary.
- 13 What is sensitivity training ?
- 14 What is job enlargement ?
- 15 What are the basic functions of a HR manager ?
- 16 What do you mean by recruitment ?
- 17 What do you mean by grievance redressal ?
- 18 What is HRD ?
- 19 What do you mean by selection ?
- 20 What is a blank application form ?

(8 × 2 = 16 marks)

**Part III**

*Answer any **six** questions.  
Each question carries 4 marks.*

- 21 What is quality circle ? Explain the objective and advantage.
- 22 What is human resource planning ? What is its importance ?
- 23 Explain the traditional methods of performance appraisal.
- 24 "Selection is virtually a kind of elimination process". Comment.
- 25 What is HRM ? What is its importance ?
- 26 What is recruitment ? What are the external sources of recruitment ?
- 27 Explain the various methods of training evaluation.
- 28 What is Job Analysis ? Explain the various techniques used for job analysis.

(6 × 4 = 24 marks)

**Part IV**

*Answer any **two** questions.  
Each question carries 15 marks.*

- 29 Explain the process of grievance handling.
- 30 Explain Human Resource Management ? Describe the scope and functions of HRM.
- 31 What do you mean by career planning ? What is its need ? Explain the process of career planning ?

(2 × 15 = 30 marks)